

January 2006

ICCW General Information

ICCW's Reach Extends through State Government and the Community of Montana

The purpose of the Interagency Committee for Change by Women (ICCW) is to create positive change for all state employees by promoting the full participation of women in state government.

Since its creation in 1976 as the Interdepartmental Coordinating Committee for Women, ICCW has positioned itself to promote the involvement of all employees in state government by focusing on issues related to women in the workplace. From testifying about legislation to reviewing pay discrepancies between genders in state government, ICCW activities have been wide in scope, yet narrow in focus.

ICCW has conducted surveys on training, daycare, insurance, and worklife policies. An ICCW representative has served on the State Employee Group Benefits Advisory Council since 1980. In 2004, ICCW coordinated a state office candidate meet and greet, co-sponsored a gubernatorial candidate forum, and hosted multiple voter registration booths at statewide and city events. In February 2005, the committee held a meet and greet for members, agency directors, and legislators in the Capitol rotunda to promote awareness of ICCW and its accomplishments.

Since creating it in 1999, ICCW annually presents the Excellence in Leadership Awards (ELA).

The success of ICCW rests upon its active membership and the support of the governor and agency directors. ICCW members are appointed by agency directors in September of each year. In appointing the representatives, directors agree to grant members approximately four hours each month to attend the monthly general meeting and a subcommittee meeting, and to work on projects and activities.

ICCW was created by executive order in 1976. The original order was signed by Governor Tom Judge. The order has been continued by governors Ted Schwinden in 1981, Stan Stephens in 1990, Marc Racicot in 1993, Judy Martz in 2003, and most recently by Governor Brian Schweitzer. Schweitzer's order changed the name to be more descriptive of the nature of the committee.

Please learn more about ICCW by visiting our website at <http://www.mdt.mt.gov/iccw/>.

*Interagency
Committee
for Change
by Women*

PURPOSE:
***To create positive
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2005-2006 Officers

Chairwoman
Molly A. Petersen

Vice Chairwoman
Sherry Rust

Secretary
JereAnn Nelson

Treasurer
Jennifer Skartveit

Historian
Lenore Adams

Subcommittees and Special Activities

The success of ICCW depends on *you* and how you make the best use of your four hours. As a team, we *can* and *will* make a difference. Our subcommittee work will make a difference to women and to all employees of the State of Montana. *Thank you for being a part of this fantastic committee!*

ICCW members work first to understand, then educate others, on issues of importance to Montana state government workers.

**ICCW IS A GREAT PLACE
TO GET TO KNOW
OTHER STATE
EMPLOYEES AND TO
LEARN MORE
ABOUT HOW STATE
GOVERNMENT WORKS**

Monthly ICCW Meetings:

1:15 to 3:00

3rd Thursday of each month, following the monthly Brown Bag Lunch

- November 17
- December 15
- January 19
- February 16
- March 16
- April 20
- May 18
- June 15 (elections)

◆ ICCW members have effectively researched and addressed issues of interest through a subcommittee structure. Current subcommittees are: **Excellence in Leadership Awards (ELA)**; **PR**; **Wage Analysis**; **Training**; and **Daycare**.

◆ Our special project for the year is collecting ready-to-wear professional clothing for women in or entering state government.

Voting Member Expectations:

- Act as a liaison and communication link between your agency and ICCW. Members are appointed by agency directors to represent the agency. Representatives are expected to become acquainted with their directors and personnel officer, regularly communicate with them about ICCW work and issues, and provide the entire agency with monthly ICCW updates.
- Attend and participate in ICCW general meetings, whether you are a voting or alternate member. ICCW meets once a month for approximately two hours throughout the year, usually following the educational Brown Bag Lunch. The agenda always includes subcommittee reports and special event planning.
- Provide information on ICCW events and work to all employees in your agency. Keep agency personnel informed of ICCW training, meetings, and special events through bulletin board postings, e-mail, internal newsletters, and so forth.
- Maintain an information file containing ICCW minutes, the historical record of agency representatives, comments on policies, and project information.
- Serve on a subcommittee. ICCW subcommittees are the core of the organization and usually meet at least once a month for one hour.

Nonvoting Member Expectations:

- Most agencies consider nonvoting appointees to be a second representative with all of the responsibilities of the voting member. The single differing element is that only one representative may vote on behalf of an agency. Keeping your agency's perspective in mind:
 - Be as active as possible. Attend monthly meetings and serve on a subcommittee.
 - Attend and participate in monthly meetings, especially when the voting member cannot be present.
 - Remain informed about current ICCW work and issues.

